Firefighter / Paramedic Selection Process

Application Process

Candidates interested in testing for a Firefighter position should visit the San Bernardino County Human Resources website at www.sbcounty.gov/hr to determine which positions are accepting applications. If a position is open, follow the instructions to apply online. Human Resources will e-mail a test date to you. Remember to check the website on a regular basis. You also have an option to submit an interest card through the website to receive an e-mail when recruitment opens.

Written Exam

Our written test consists of English/grammar, math, mechanical aptitude and interpersonal skills. You must pass this exam to continue in the process. You will receive an email of your test date and location.

Physical Agility

Our Department endorses the Biddle Agility. Rio Honda College, Santa Ana College, Mt. San Antonio College and Victor Valley College are four colleges that provide a certified Biddle Ability Certificate. You must provide a certified passing score and dated within one year.

Preliminary Interview

The applicant will be interviewed by a panel. Be sure to have your resume readily available.

Chief's Oral Interview

The panel will evaluate candidates to assess their interpersonal skills, oral communication skills and overall qualifications for a Firefighter Trainee. If successful, the candidate may be given a conditional job offer.

Background Investigation

Background investigation may include credit check, fingerprinting, personal, employment and a criminal history check.

Medical Exam

The medical evaluation is thorough. It is essential that you be in excellent health with no conditions which would restrict your ability to safely perform the duties of a Firefighter.

Offer of Employment

Once you have successfully completed the firefighting testing process, you may be called and offered employment. At this time you will be given a start date to begin the 10 to 16 week Fire Tower. The Fire Tower must be completed to become a Probationary Firefighter.